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Approved For Release 2002/01/24 : CIA-RDP80-01826R000400100001-0

CAREER SERVICE COMMITTEE AND  
MEETING

DOC	1	REV DATE	23 JUN 1961	BY	029725
ORIG COMP	—	SPI	32	TYPE	01
ORIG CLASS	5	PAGES	20	REV CLASS	C
JUST	22	NEXT REV	2011	AUTH:	NR 10-2

22nd Meeting  
11 April 1952

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11 April 1952

AGENDA

FOR

CAREER SERVICE COMMITTEE

22nd Meeting, Friday, 11 April 1952, 2:00 P.M. - Room 115, North Building

1. Consideration of minutes of the 21st meeting on 7 April 1952. (attached)
2. Consideration of memorandum to Career Service Committee from Working Group on Career Benefits, dated 10 April 1952. (attached)
3. Consideration of memorandum to Career Service Committee from Working Group on Personnel Development Program, dated 11 April 1952. (attached)
4. Consideration of memorandum to Career Service Committee from Working Group on Trainees, dated 10 April 1952. (attached)
5. It is recommended that the following papers be available at the meeting:
  - a. Progress Report, Committee to DCI, dated 22 January 1952.
  - b. Memorandum, DCI to Committee re adjustments to Program, dated 7 March.
  - c. Special Strength Report to Mr. Hedden, as of 7 March 1952.
  - d. Final Report, Rotation, dated 30 January 1952.
  - e. Final Report, Career Benefits, dated 21 February 1952.
  - f. Final Report, Trainees, dated 28 March 1952.
6. The Chairman of the Working Groups on Career Benefits, Trainees, Rotation and Personnel Development Program will be present at the meeting. The Working Group on Rotation will present, at the meeting, its reply to the memorandum from the Chairman of the Committee, dated 8 April 1952.

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be changed only at paragraph 1.A. to reflect application to Classes 1 and 2 in order to meet the requested adjustments. Aside from the basic question of whether or not CIA career employees should be broken down into three categories, it is our recommendation that Class 3 (Professionals) should not be denied the opportunity to participate in the CIA awards program. We believe that the fundamental principles underlying the desirability of such a program applicable to specialists and clerical and administrative personnel are equally applicable, if not more so, to professionals. Further, it is our belief that particularly in CIA where professional personnel for the great part are forced into a role of anonymity insofar as brother professionals are concerned, including the public, there should be an internal system of awards to recognize outstanding achievement or professional attainment. We are not aware of any awards program in the Government which denies participation to "professionals" or "officers". For example, in the military, the standards established for the awarding of honor medals make no distinction between officer and enlisted personnel.

c. The remaining points on which adjustments were requested pertain to items which would require legislative action. Specifically, it was indicated that the following items be eliminated at this time because of legislative difficulties:

- (1) Compensation to dependents of personnel engaged in hazardous duty who are themselves exposed to hazard
- (2) death gratuities to dependents of CIA personnel whose death occurs overseas.

The Working Group in considering all of those benefits which would require legislative action attempted to recognize the difficulties which would be attendant upon attempting to secure legislation at this time. Particularly with reference to the items that were suggested to be eliminated, our Working Group has made no recommendation that legislation be secured at this time or during this session of Congress. We did state "it is recommended that continuing attention be given to those items of the program of career benefits which will require legislation to secure their attainment". That recommendation recognized the difficulties surrounding legislative matters and left the matter of timing to those appropriately concerned. Our recommendation further intended to convey the fact that these benefits are desirable for CIA employees and should be considered a part of a long-range program to develop service in CIA as a true Career Service.

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18 April 1952

MINUTES OF 22nd CAREER SERVICE COMMITTEE MEETING

11 April 1952 - 2:00 P.M.

Present: F. Trubee Davison - AD/Personnel  
Matthew Baird - Director of Training  
Kingman Douglass - AD/OCI  
[REDACTED] DAD/OSO  
[REDACTED] - Executive Secretary  
[REDACTED] NE, Working Group on Rotation  
[REDACTED] OO, Working Group on Trainees  
[REDACTED] Personnel  
George Maloon - Personnel  
[REDACTED] /PC, Working Group on Rotation  
[REDACTED] - O/CD, Working Group on Personnel Development Program  
[REDACTED] General Counsel, Working Group on Career Benefits

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1. The minutes of the 21st meeting on 7 April 1952 were approved as distributed.
2. The Committee received the special reports of the Working Groups on Career Benefits, Trainees, Rotation, and Personnel Development Program. These reports had been made in response to a memorandum from the Chairman, Career Service Committee to the Chairmen of the above Working Groups, dated 8 April 1952. The Chairmen of the Working Groups discussed the reports and submitted to questioning by members of the Committee.
3. The Committee took no final action but it was generally agreed that the material was in hand for answering and putting into effect 7 of the 8 requests for adjustments made by the DCI in his memorandum to the Committee, dated 7 March 1952. With respect to the 8th point relating to the development of separate programs for the three classes of personnel (e.g. clerical and administrative, specialists and professionals, i.e. officers), the Executive Secretary was directed to prepare for consideration at the next meeting a draft proposal that would resolve this problem taking into consideration the recommendations of the Working Groups.
4. General Davison, in announcing that this would be his last meeting as Chairman of the Committee, paid tribute to the industry and skill with which the Working Groups not only on this occasion but throughout the history of the Committee had accomplished their tasks.
5. It was agreed that the next meeting would be held on Monday, 21 April 1952.
6. The meeting adjourned at 3:45 P.M.



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